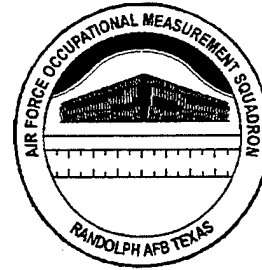
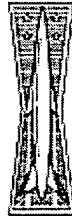


**UNITED STATES  
AIR FORCE**



# **OCCUPATIONAL SURVEY REPORT**



**MISSILE AND SPACE FACILITIES  
AFSC 2M0X3/A**

**OSSN: 2324**

**FEBRUARY 1999**

**OCCUPATIONAL ANALYSIS PROGRAM  
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON  
AIR EDUCATION and TRAINING COMMAND  
1550 5th STREET EAST  
RANDOLPH AFB, TEXAS 78150-4449**

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## PREFACE

This report presents the results of an Air Force Occupational Survey of the Missile and Space Facilities career ladder, Air Force Specialty Code (AFSC) 2M0X3/A. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by 2Lt Christopher Gilliam. Computer programming support was provided by Ms. Karen B. Tilghman. Mr. Robert E. Boerstler analyzed the data and wrote the final report. This report has been reviewed and approved by Lt Col Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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## SUMMARY OF RESULTS

1. **Survey Coverage:** The Missile and Space Facilities career ladder was surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 328 members accounting for 61 percent of the total population surveyed.
2. **Specialty Jobs:** Four jobs and three clusters were identified in the career ladder structure analysis. The Facilities Maintenance Cluster, PREL Job and the Maintenance Controller Job are totally oriented toward technical task performance and account for 73 percent of the population. The remaining jobs are management and training in nature.
3. **Career Ladder Progression:** A somewhat typical pattern of progression is noted within the AFSC 2M0X3/A career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move up to the 7-skill level they begin to perform supervisory tasks, but still spend some of their time performing the technical tasks of the career ladder.
4. **Training Analysis:** The current STS warrants review to include many tasks with high percentages of members performing and high training emphasis which are not referenced to any current STS element.
5. **Job Satisfaction:** Job satisfaction among AFSC 2M0X3/A personnel is slightly higher for first-enlistment members and slightly lower for second-enlistment members than the comparative sample of like AFSCs, while slightly higher compared to the previous survey.
6. **Implications:** Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. The career ladder progression is typical, with the move from technical work at the 3- and 5-skill levels to supervisory and management tasks at the 7-skill level. Based on survey data, the career ladder training documents require review to ensure inclusion of relevant elements. Job satisfaction is slightly higher for first-enlistment members and slightly lower for second-enlistment members than the comparative sample of like AFSCs, while slightly higher compared to the previous survey.

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**OCCUPATIONAL SURVEY REPORT (OSR)  
MISSILE AND SPACE FACILITIES  
(AFSC 2M0X3/A)**

**INTRODUCTION**

This is a report of an occupational survey of the Missile and Space Facilities career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). The current Missile and Space Facilities career ladder was created in April 1994. Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs.

Background

As described in the AFMAN 36-2108, *Airman Classification*, 31 October 1998, *Specialty Description*, dated 30 April 1994, Missile and Space Facilities personnel install, operate, maintain, and repair power generation and distribution systems, and environmental control and associated support systems and equipment for missile, spacelift, and research and development (R&D) facilities.

Personnel entering the AFSC 2M0X3/A career ladder must attend the L3AQR2M033A-800, Electronic Principles course at Lackland AFB, TX. Upon completion of this 9 week course, students attend the V3ABR2M033A-002, Missile and Space Facilities Apprentice course at Vandenberg AFB, CA lasting 16 weeks and 4 days. Upon completion of this initial skills training, personnel are awarded the 3-skill level.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of Electrical - 33; a strength factor of "G" (Weight lift of 40 lbs) is also required.

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## SURVEY METHODOLOGY

### Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2324, dated April 1998. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 36 subject-matter experts (SMEs) at the following training location and operational installations:

| <u>BASE</u>        | <u>UNIT VISITED</u> |
|--------------------|---------------------|
| Vandenberg AFB CA  | 532 TRS<br>576 TRS  |
| F.E. Warren AFB WY | 90 MXS              |
| Malmstrom AFB MT   | 341 MXS             |

The resulting JI contains a comprehensive listing of 1,007 tasks grouped under 19 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, organizational level, work schedule, job title, functional area, team training course status, launch system maintained, vehicles operated, equipment operated, and fuels used.

### Survey Administration

From May 1998 through September 1998, base training offices at operational units worldwide administered the inventory to eligible AFSC 2M0X3/A personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

### Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across major commands (MAJCOM) and military paygrade groups. All eligible AFSC 2M0X3/A personnel were mailed survey booklets. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 2M0X3/A personnel as of May 1998. The 328 respondents in the final sample represent 57 percent of the total assigned personnel and 61 percent of the total personnel surveyed. Table 2 reflects the paygrade distribution for these AFSC 2M0X3/A personnel.

TABLE 1

COMMAND DISTRIBUTION OF AFSC 2M0X3/A PERSONNEL

| COMMAND | PERCENT OF ASSIGNED* | PERCENT OF SAMPLE |
|---------|----------------------|-------------------|
| AFSPC   | 95                   | 95                |
| AETC    | 3                    | 5                 |
| Other   | 2                    | 0                 |

TOTAL ASSIGNED\* = 575

TOTAL SURVEYED\*\* = 540

TOTAL IN SURVEY SAMPLE = 328

PERCENT OF ASSIGNED IN SAMPLE = 57%

PERCENT OF SURVEYED IN SAMPLE = 61%

\* Assigned strength as of May 1998

\*\* Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

| GRADE     | PERCENT OF ASSIGNED* | PERCENT OF SAMPLE |
|-----------|----------------------|-------------------|
| E-1 - E-3 | 17                   | 17                |
| E-4       | 24                   | 24                |
| E-5       | 31                   | 33                |
| E-6       | 15                   | 17                |
| E-7       | 12                   | 9                 |

\* Assigned strength as of May 1998

Both command and paygrade distribution of the survey sample are very close to the percent assigned. This indicates the sample is a true representation of the career ladder population.

## Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2M0X3/A personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

**Training Emphasis (TE):** TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 38 senior NCOs who completed a TE booklet were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field training detachments (FTD), mobile training teams (MTT), formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these 38 raters was acceptable. The average TE rating was 1.74, with a standard deviation of 2.08. Any task with a TE rating of 3.82 or above is considered to have high TE.

**Task Difficulty (TD):** TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 24 senior NCOs who completed TD booklets were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

## SPECIALTY JOBS

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

### Overview of Specialty Jobs

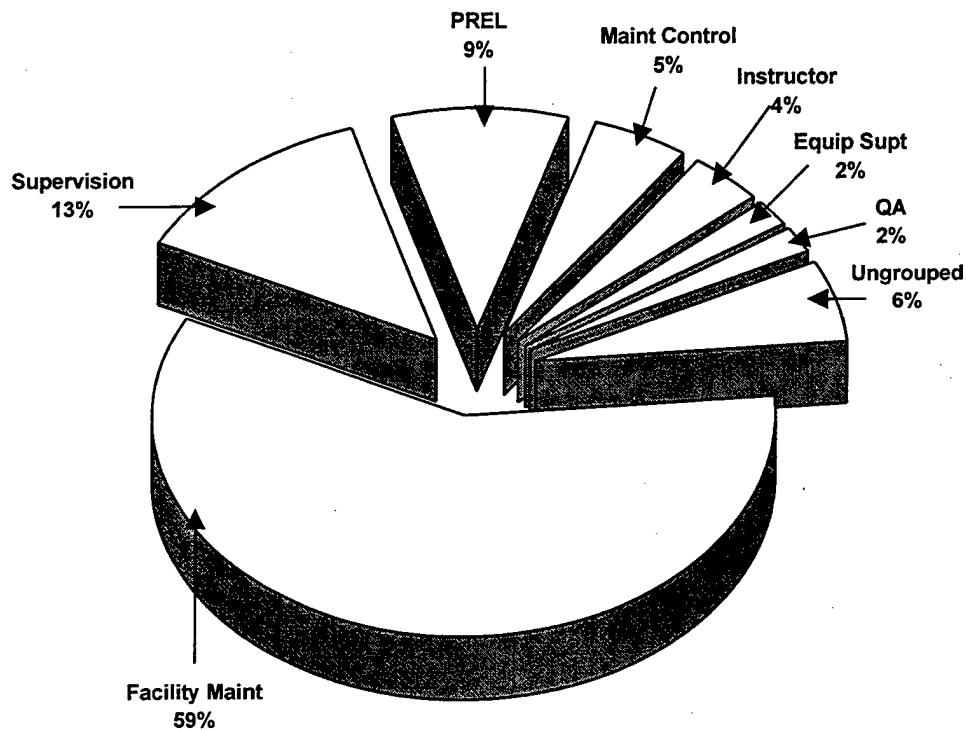
Based on the analysis of tasks performed and the amount of time spent performing each task, four independent jobs and three clusters were identified within the career ladder. Figure 1 illustrates the jobs and clusters performed by AFSC 2M0X3/A personnel.

A listing of these jobs and clusters is provided below. The stage (ST) number shown beside each title references computer printed information, the letter "N" indicates the number of personnel in each group.

- I. FACILITIES MAINTENANCE CLUSTER (ST033, N=193)
- II. SUPERVISION CLUSTER (ST018, N=41)
- III. POWER, REFRIGERATION, AND ELECTRIC (PREL) JOB (ST092, N=29)
- IV. MAINTENANCE CONTROLLER CLUSTER (ST014, N=18)
- V. INSTRUCTOR JOB (ST048, N=12)
- VI. EQUIPMENT SUPPORT JOB (ST047, N=7)
- VII. QUALITY ASSURANCE JOB (ST060, N=5)

The respondents forming these jobs and clusters account for 94 percent of the survey sample. The remaining 6 percent, for one reason or another, did not group into one of these jobs or clusters. CDC Writer is an example of a job that did not group into another job or cluster .

### AFSC 2M0X3/A CAREER LADDER SPECIALTY JOBS (N = 328)



**FIGURE 1**

#### Group Descriptions

The following paragraphs contain brief descriptions of the jobs and clusters identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs and clusters. Selected background data for these jobs and clusters are provided in Table 4. Representative tasks for all the groups are contained in Appendix A.

**I. FACILITIES MAINTENANCE CLUSTER (ST033).** The 193 airmen performing within this cluster (59 percent of the survey sample) represent the core of the career ladder. They spend 40 percent of their time performing the Launch Facility and Missile Alert Facility Power Generation and Distribution Systems tasks of Duty E, and another 33 percent performing the LF and MAF Environmental Control Systems tasks of Duty F (Table 3). This cluster performs an average 197 tasks, the highest of any other job or cluster, indicating their diversity in performing the core Missile and Space Facilities duties. Distinctive tasks performed include:

- Perform operational checkouts of DEU safety and alarm devices
- Perform operational checkouts of DEU battery chargers
- Perform manual mode operations of DEUs
- Perform operational checkouts of DEU cooling systems
- Perform operational checkouts of DEU fuel oil systems
- Perform operational checkouts of DEU lube oil systems
- Perform operational checkouts of brine chiller control subsystems
- Perform operational checkouts of DEU starting and stopping devices
- Adjust brine chiller components
- Perform operational checkouts of DEU generator control panels

Fifty-seven percent of these airmen hold the 5-skill level and 31 percent the 3-skill level. These members average 5½ years in the career field and 7½ years in the service. The predominant paygrades of this large cluster are E-3 to E-5. Thirty-four percent of this core cluster are in their first enlistment.

There are two distinct jobs within this cluster, the **Facility Maintenance Job** and the **Periodic Maintenance Job**.

The 178 members forming the **Facility Maintenance Job** make up the vast majority of this cluster. These members spend 40 percent of their time performing the tasks associated with the power generation and distribution systems and 34 percent performing the environmental control systems tasks. These members are mainly E-4 and E-5 averaging 8 years in the service.

There are only 12 members in the **Periodic Maintenance Job** who spend a like amount of time performing the power generation and distribution tasks than the previous job, differing only in the type of tasks performed. These members perform periodic inspections and operational checkouts at a higher percentage than the other job of this cluster. They average only 2 ½ years in the service and are mainly E-3s. This job is typical of an entry level maintenance job.

**II. SUPERVISION CLUSTER (ST018).** The 41 airmen forming this cluster (13 percent of the survey sample) perform an average of 55 tasks and are distinguished by the 65 percent of their time spent performing the Management and Supervisory tasks of Duty P (Table 3). They spend another 24 percent of their time performing the Training, General Administrative and Technical Order, and General Supply and Equipment tasks of Duties Q, R, and S. Typical of the management and supervisory tasks performed include:

- Evaluate personnel for compliance with performance standards
- Interpret policies, directives, or procedures for subordinates
- Write or indorse military performance reports
- Counsel subordinates concerning personal matters
- Determine or establish work assignments or priorities
- Establish performance standards for subordinates
- Conduct supervisory performance feedback sessions
- Conduct self-inspections or self-assessments
- Evaluate personnel for promotion, demotion, reclassification, or special awards
- Inspect personnel for compliance with military standards

The predominant paygrades of this job are E-5 to E-7 (Table 4), averaging 12½ years in the career field and 16½ years in the service. Seventy percent report holding the 7-skill level with 73 percent supervising others.

There were two distinct supervisory jobs identified within this cluster, the **First-Line Supervisor Job** and the **Periodic Maintenance Team (PMT) Supervisor Job**.

The 28 members of the **First-Line Supervisor Job** spend 64 percent of their time performing supervisory tasks and 12 percent performing training tasks. They are mainly E-7s averaging 17 ½ years in the service.

The five members of the **PMT Supervisor Job** are mainly E-6s averaging 15 years in the service. They report spending 86 percent of their time performing supervisory tasks and call themselves PMT Supervisors.

**III. POWER, REFRIGERATION, AND ELECTRIC (PREL) JOB (ST092).** The 29 airmen forming this job (9 percent of the survey sample) are distinguished by the 52 percent of their time spent performing the Maintaining Support Vehicles tasks of Duty G and the General Missile Facility Maintenance tasks of Duty A (Table 3). They average a high 171 tasks performed, second only to the Facilities Maintenance Cluster. Representative tasks performed by these incumbents include:

- Perform operational checkouts of PT APUs
- Perform operational checkouts of PT ECSs

- Perform operational checkouts of PT security systems
- Perform operational checkouts of PT electrical systems
- Perform periodic inspections of PT ECSs
- Perform periodic inspections of PT security systems
- Perform periodic inspections of PT electrical systems
- Troubleshoot PT APUs
- Troubleshoot PT hoists

The predominant paygrades are E-4 and E-5 with 31 percent reporting they supervise others. Seventy-six percent hold the 5-skill level (Table 4). The members of this job average almost 7 years in the career field and 7½ years in the service.

**IV. MAINTENANCE CONTROLLER CLUSTER (ST014).** The 18 airmen performing within this cluster (5 percent of the survey sample) represent the personnel performing the job control function. They spend 52 percent of their time performing the Directing and Controlling General Launch Vehicle tasks of Duty H, and another 18 percent performing the Directing and Controlling LV Facility tasks of Duty L (Table 3). This cluster performs an average of only 44 tasks, indicating their specialization in job control duties. Distinctive tasks performed include:

- Participate in scheduling meetings
- Conduct or participate in status meetings
- Provide award fee inputs
- Operate facilities communications equipment
- Operate portable radio equipment
- Participate in contract design reviews
- Participate in systems working group meetings
- Operate computers or local area networks (LANs)
- Complete daily activity log entries
- Conduct or participate in readiness reviews
- Brief daily operations status

Sixty-seven percent of these airmen hold the 7-skill level and 33 percent the 5-skill level. These members average 13 years in the career field and 14 years in the service. The predominant paygrade of this cluster is E-6.

The 18 members of this cluster are divided between two maintenance controller jobs, the **Space Lift Facility Maintenance Controller Job** and the **Missile Facility Maintenance Controller Job**.

The **Space Lift Maintenance Controller Job** members spend 38 percent of the time directing and controlling general launch vehicle activities and 32 percent directing and

controlling launch vehicle facility activities. These predominantly E-6 members average 16 years in the service.

The Missile Facility Maintenance Controller Job personnel report spending 98 percent of their time directing and controlling general launch vehicle activities. These members average performing only 13 tasks and are predominantly E-5s with 11 years in the service.

**V. INSTRUCTOR JOB (ST048).** Comprising 4 percent of the survey sample, these 12 airmen report 72 percent of their time performing Training tasks of Duty Q. They also spend 8 percent of their time performing the Management and Supervisory tasks of Duty P (Table 3). The members of this job perform an average of only 22 tasks, indicating their specialization in instructional duties. Representative of these limited tasks are:

- Conduct formal course classroom training
- Administer or score tests
- Inspect training materials or aids for operation or suitability
- Maintain training records or files
- Develop or procure training materials or aids
- Develop training programs, plans, or procedures
- Personalize lesson plans
- Evaluate progress of trainees
- Counsel trainees on training progress
- Develop written tests

Fifty percent of these job incumbents hold the 5-skill level and 50 percent the 7-skill level (Table 4). These members average almost 11 years in the career field and 11½ years in the service. The predominant paygrade is E-5.

**VI. EQUIPMENT SUPPORT JOB (ST047).** The 7 airmen forming this job (only 2 percent of the survey sample) are distinguished by the 52 percent of their time spent performing the General Supply and Equipment tasks of Duty S (Table 3). They average only 19 tasks performed, the lowest of any other job or cluster. Representative tasks performed by these incumbents include:

- Maintain handtools or tool boxes
- Inventory equipment, tools, parts, or supplies
- Issue or log turn-ins of equipment, tools, parts, or supplies
- Evaluate serviceability of equipment, tools, parts, or supplies
- Initiate requisitions for equipment, tools, parts, or supplies
- Maintain organizational equipment or supply records

- Identify and report equipment or supply problems
- Maintain documentation on items requiring periodic inspections or calibrations
- Dispose of waste oil
- Develop equipment checklists

The predominant paygrade is E-5 with 29 percent reporting they supervise others. Seventy-two percent hold the 5-skill level (Table 4). The members of this job average just over 6 years in the career field and almost 9 years in the service.

**VII. QUALITY ASSURANCE JOB (ST060).** The 5 airmen performing within this cluster (2 percent of the survey sample) represent the personnel performing the QA function. They spend 69 percent of their time performing the Management and Supervisory tasks of Duty P, and another 17 percent performing the Training tasks of Duty Q (Table 3). This cluster performs an average of only 21 tasks, indicating their specialization in QA duties. Distinctive tasks performed include:

- Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program
- Write inspection reports
- Evaluate inspection report findings or inspection procedures
- Interpret policies, directives, or procedures for subordinates
- Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace
- Conduct staff assistance visits, inspections, or audits
- Conduct safety inspections of equipment or facilities
- Evaluate effectiveness of training programs, plans, or procedures
- Review TO changes

Sixty percent of these airmen hold the 5-skill level and 40 percent the 7-skill level. These members average almost 14 years in the career field and just over 14 years in the service. The predominant paygrade of this cluster is E-5.

#### Comparison to Previous Study

The analysis of the job descriptions within this study are almost identical the previous study conducted in 1996 (Table 5).

TABLE 3

## RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

| DUTIES  | Facilities                             |                                       | Supv<br>Cluster<br>(ST018)<br>(N=41) | PREL<br>Job<br>(ST092)<br>(N=29) | Maint<br>Controller<br>Cluster<br>(ST014)<br>(N=18) | Instructor<br>Job<br>(ST048)<br>(N=12) | Equip<br>Support<br>Job<br>(ST047)<br>(N=7) | QA<br>Job<br>(ST060)<br>(N=5) |
|---|--|---------------------------------------|--------------------------------------|----------------------------------|---|--|---|-------------------------------|
|   | Maint<br>Cluster<br>(ST033)<br>(N=193) | MAINT<br>Cluster<br>(ST014)<br>(N=18) |                                      |                                  |   |  |   |                               |
| A PERFORMING GENERAL MISSILE FACILITY MAINTENANCE ACTIVITIES  | 15                                     | 0                                     | 3                                    | 22                               | 0   | 6                                      | 21  | 0                             |
| B MAINTAINING GUIDANCE AND CONTROL (G AND C) LIQUID COOLING SYSTEMS   | *                                      | 0                                     | *                                    | 11                               | 0   | 0                                      | 0   | 0                             |
| C MAINTAINING GUIDANCE AND CONTROL CONDITIONING UNIT (GCCU) SYSTEMS   | 2                                      | 0                                     | *                                    | 4                                | 0   | 0                                      | 0   | 0                             |
| D MAINTAINING GCCU TEST EQUIPMENT   | *                                      | 0                                     | *                                    | 2                                | 0   | 0                                      | 0   | 0                             |
| E MAINTAINING LAUNCH FACILITY (LF) AND MISSILE ALERT FACILITY (MAF) POWER GENERATION AND DISTRIBUTION SYSTEMS | 40                                     | 0                                     | 1                                    | *                                | 0   | *                                      | 0   | 0                             |
| F MAINTAINING LF AND MAF ENVIRONMENTAL CONTROL SYSTEMS (ECSS)   | 33                                     | 0                                     | 1                                    | 3                                | 0   | 5                                      | 0   | 0                             |
| G MAINTAINING SUPPORT VEHICLES  | 2                                      | 0                                     | 2                                    | 52                               | 0   | 0                                      | 1   | 0                             |
| H DIRECTING AND CONTROLLING GENERAL LAUNCH VEHICLE (LV) ACTIVITIES  | *                                      | 59                                    | 4                                    | *                                | 59  | 2                                      | *   | 0                             |
| I PERFORMING FACILITY ENVIRONMENTAL DEFENSE SYSTEM ACTIVITIES   | *                                      | 0                                     | *                                    | 0                                | 0   | 0                                      | 0   | 0                             |
| J DIRECTING AND CONTROLLING LV MECHANICAL ACTIVITIES  | *                                      | 1                                     | 0                                    | *                                | 1   | 0                                      | 0   | 0                             |
| K DIRECTING AND CONTROLLING LV ELECTRICAL ACTIVITIES  | *                                      | *                                     | 0                                    | 0                                | *   | 0                                      | 0   | 0                             |
| L DIRECTING AND CONTROLLING LV FACILITY ACTIVITIES  | *                                      | 18                                    | 0                                    | 0                                | 18  | 2                                      | 0   | 0                             |
| M DIRECTING AND CONTROLLING PAYLOAD (INCLUDES SPACECRAFT), UPPERSTAGE, OR FAIRING ACTIVITIES                  | *                                      | 3                                     | 0                                    | 0                                | 3   | 0                                      | 0   | 0                             |
| N DIRECTING AND CONTROLLING SOLID ROCKET MOTOR (SRM) ACTIVITIES   | *                                      | *                                     | 0                                    | 0                                | *   | 0                                      | 0   | 0                             |
| O PERFORMING GENERAL RESEARCH AND DEVELOPMENT ACTIVITIES  | *                                      | *                                     | 0                                    | *                                | *   | 0                                      | 1   | 0                             |
| P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES  | 3                                      | 10                                    | 65                                   | 4                                | 8   | 22                                     | 69  |                               |
| Q PERFORMING TRAINING ACTIVITIES  | 2                                      | 6                                     | 12                                   | 1                                | 72  | 1                                      | 17  |                               |
| R PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES                                | *                                      | 1                                     | 6                                    | *                                | 3   | 2                                      | 9   |                               |
| S PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES  | 1                                      | 1                                     | 6                                    | 1                                | 2   | 52                                     | 4   |                               |

\* less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

|  | Facilities<br>Maint<br>Cluster<br>(ST033) | Supv<br>Cluster<br>(ST018) | PREL<br>Job<br>(ST092) | Maint<br>Controller<br>Cluster<br>(ST014) | Instructor<br>Job<br>(ST048) | Equip<br>Support<br>Job<br>(ST047) | QA<br>Job<br>(ST060) |
|--|---|----------------------------|------------------------|---|------------------------------|------------------------------------|----------------------|
| NUMBER IN GROUP                              | 193                                       | 41                         | 29                     | 18  | 12                           | 7                                  | 5                    |
| PERCENT OF SAMPLE                            | 59%                                       | 13%                        | 9%                     | 5%  | 4%                           | 2%                                 | 2%                   |
| DAFSC DISTRIBUTION:                          |   |                            |                        |   |                              |                                    |                      |
| 2M033A                                       | 31  | 0                          | 17                     | 0   | 0                            | 14                                 | 0                    |
| 2M053  | 57  | 30                         | 76                     | 33  | 50                           | 72                                 | 60                   |
| 2M073  | 12  | 70                         | 7                      | 67  | 50                           | 14                                 | 40                   |
| PAYGRADES                                    |   |                            |                        |   |                              |                                    |                      |
| E-1 - E-3                                    | 25  | 0                          | 14                     | 0   | 0                            | 14                                 | 0                    |
| E-4  | 30  | 0                          | 41                     | 6   | 17                           | 29                                 | 0                    |
| E-5  | 32  | 22                         | 38                     | 28  | 50                           | 43                                 | 60                   |
| E-6  | 10  | 29                         | 7                      | 61  | 25                           | 14                                 | 0                    |
| E-7  | 3   | 49                         | 0                      | 6   | 8                            | 0                                  | 40                   |
| AVERAGE MONTHS IN CAREER FIELD               | 66  | 149                        | 86                     | 160                                       | 129                          | 75                                 | 165                  |
| AVERAGE MONTHS IN SERVICE                    | 91  | 197                        | 89                     | 169                                       | 139                          | 107                                | 171                  |
| PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) | 34%                                       | 0                          | 16%                    | 0   | 0                            | 14%                                | 0                    |
| PERCENT SUPERVISING                          | 36%                                       | 73%                        | 31%                    | 33%                                       | 25%                          | 29%                                | 0                    |
| AVERAGE NUMBER OF TASKS PERFORMED            | 197                                       | 55                         | 171                    | 44  | 22                           | 19                                 | 21                   |

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1996 SURVEYS

| CURRENT SURVEY<br>(N=328)                        | 1996 SURVEY<br>(N=370)                         |
|--|--|
| FACILITIES MAINTENANCE CLUSTER                   | FACILITY AND PERIODIC MAINTENANCE TEAM CLUSTER |
| SUPERVISION CLUSTER                              | SUPERVISORY CLUSTER                            |
| POWER, REFRIGERATION, AND ELECTRIC<br>(PREL) JOB | PREL. TECHNICIAN JOB                           |
| MAINTENANCE CONTROLLER JOB                       | JOB CONTROL JOB                                |
| INSTRUCTOR JOB                                   | TRAINING JOB                                   |
| EQUIPMENT SUPPORT JOB                            | SUPPLY JOB                                     |
| QUALITY ASSURANCE JOB                            | QA JOB   |

## ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Airman Classification*, Specialty Description and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs and clusters is displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across skill-level groups. A somewhat typical pattern of progression is noted within the AFSC 2M0X3/A career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move up to the 7-skill level they begin to perform supervisory tasks, but still spend some of their time performing the technical tasks of the career ladder.

### Skill-Level Descriptions

**DAFSC 2M033A** Representing 21 percent of the survey sample, these 69 airmen perform an average of 173 tasks. Eighty-seven percent of this group work in the Facilities Maintenance Cluster (Table 6).

Table 7 reflects the percent time spent on duties by DAFSC 2M033A personnel. At the 3-skill level, their time is well distributed among the technical tasks of the career ladder. Representative tasks performed by these members are listed in Table 8.

**DAFSC 2M053** The 177 members of this group account for 54 percent of the survey sample. Sixty-two percent work in the Facilities Maintenance Cluster (Table 6).

Table 7 provides a comparison of the relative time spent on duties at the 5-skill level. This table reflects a pattern similar to the 3-skill level, with fairly even distribution of members performing the technical tasks of the career ladder. As shown in this table, 5-skill level personnel begin to perform the supervisory tasks of Duty P.

Table 9 lists representative tasks performed by these DAFSC 2M053 personnel. Table 10 reflects those tasks which best differentiate the 3-skill levels from the 5-skill levels. This table shows 3-skill level personnel perform several technical tasks much more frequently than the 5-skill level, while the 5-skill level personnel perform training tasks not performed at the 3-skill level.

**DAFSC 2M073** These 82 members perform an average of 114 tasks and represent 25 percent of the survey sample. Table 6 shows the highest percentage of members are in the Supervision Cluster, while 29 percent perform in the Facilities Maintenance Cluster.

Table 7 reflects the percent time spent on duties by DAFSC 2M073 members. The main point of this table is the decrease in the amount of time spent by members performing the technical tasks of Duties A-K, compared to the 3- and 5-skill level members, while increasing the time spent performing management and supervisory tasks.

Representative tasks performed by 7-skill level members are reflected in Table 11. Table 12 reflects tasks which best differentiate between 5- and 7-skill levels. This table clearly shows a much higher devotion to management and supervisory tasks at the 7-skill level than the 5-skill level.

### Summary

Progression in the Missile and Space Facilities career ladder follows a regular pattern of highly technical job focus at the lower skill levels, with a broadening into supervision and management at the 7-skill level. An emphasis is clearly seen performing primarily the core job of the career ladder at the 3- and 5-skill levels, with broadening into supervisory functions at the 7-skill level.

TABLE 6

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS  
(PERCENT RESPONDING)

| <u>SPECIALTY JOBS</u>                              | 2M033A<br>(N=69) | 2M053<br>(N=177) | 2M073<br>(N=82) |
|--|------------------|------------------|-----------------|
| I. FACILITIES MAINTENANCE CLUSTER                  | 87               | 62               | 29              |
| II. SUPERVISION CLUSTER                            | 0                | 7                | 34              |
| III. POWER, REFRIGERATION, AND ELECTRIC (PREL) JOB | 7                | 12               | 2               |
| IV. MAINTENANCE CONTROLLER CLUSTER                 | 0                | 3                | 15              |
| V. INSTRUCTOR JOB                                  | 0                | 3                | 7               |
| VI. EQUIPMENT SUPPORT JOB                          | 1                | 3                | 1               |
| VII. QUALITY ASSURANCE JOB                         | 0                | 2                | 2               |
| NOT GROUPED  | 5                | 7                | 10              |

TABLE 7  
RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

| DUTIES  | 2M033A<br>(N=69) | 2M053<br>(N=177) | 2M073<br>(N=82) |
|---|------------------|------------------|-----------------|
| A PERFORMING GENERAL MISSILE FACILITY MAINTENANCE ACTIVITIES  | 20               | 14               | 9               |
| B MAINTAINING GUIDANCE AND CONTROL (G AND C) LIQUID COOLING SYSTEMS   | 1                | 2                | 1               |
| C MAINTAINING GUIDANCE AND CONTROL CONDITIONING UNIT (GCCU) SYSTEMS   | 1                | 3                | *               |
| D MAINTAINING GCCU TEST EQUIPMENT   | *                | 1                | *               |
| E MAINTAINING LAUNCH FACILITY (LF) AND MISSILE ALERT FACILITY (MAF) POWER GENERATION AND DISTRIBUTION SYSTEMS | 37               | 25               | 12              |
| F MAINTAINING LF AND MAF ENVIRONMENTAL CONTROL SYSTEMS (ECSS)   | 29               | 22               | 10              |
| G MAINTAINING SUPPORT VEHICLES  | 6                | 8                | 3               |
| H DIRECTING AND CONTROLLING GENERAL LAUNCH VEHICLE (LV) ACTIVITIES  | *                | 4                | 11              |
| I PERFORMING FACILITY ENVIRONMENTAL DEFENSE SYSTEM ACTIVITIES   | *                | *                | *               |
| J DIRECTING AND CONTROLLING LV MECHANICAL ACTIVITIES  | *                | *                | *               |
| K DIRECTING AND CONTROLLING LV ELECTRICAL ACTIVITIES  | *                | *                | *               |
| L DIRECTING AND CONTROLLING LV FACILITY ACTIVITIES  | *                | *                | 4               |
| M DIRECTING AND CONTROLLING PAYLOAD (INCLUDES SPACECRAFT), UPPERSTAGE, OR FAIRING ACTIVITIES                  | *                | *                | *               |
| N DIRECTING AND CONTROLLING SOLID ROCKET MOTOR (SRM) ACTIVITIES   | 0                | *                | *               |
| O PERFORMING GENERAL RESEARCH AND DEVELOPMENT ACTIVITIES  | *                | *                | *               |
| P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES  | 2                | 9                | 31              |
| Q PERFORMING TRAINING ACTIVITIES  | 1                | 6                | 10              |
| R PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES                                | *                | 2                | 4               |
| S PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES  | 2                | 4                | 4               |

\* less than 1 percent

TABLE 8

## REPRESENTATIVE TASKS PERFORMED BY 2M033A PERSONNEL

| TASKS | PERCENT<br>MEMBERS<br>PERFORMING<br>(N=69)   |    |
|-------|--|----|
| A0027 | Perform minor repairs, such as splicing wires, soldering, or tightening parts                          | 86 |
| E0209 | Perform operational checkouts of DEU safety and alarm devices  | 86 |
| E0201 | Perform manual mode operations of DEUs   | 84 |
| E0205 | Perform operational checkouts of DEU cooling systems   | 84 |
| E0208 | Perform operational checkouts of DEU lube oil systems  | 84 |
| E0206 | Perform operational checkouts of DEU fuel oil systems  | 84 |
| F0317 | Perform operational checkouts of brine chiller control subsystems                                      | 84 |
| E0204 | Perform operational checkouts of DEU battery chargers  | 84 |
| E0210 | Perform operational checkouts of DEU starting and stopping devices                                     | 83 |
| A0062 | Raise or lower equipment by hand   | 81 |
| A0026 | Perform LF entry and exit procedures   | 81 |
| A0036 | Perform operational checkouts of sump pumps  | 81 |
| E0207 | Perform operational checkouts of DEU generator control panels  | 81 |
| A0017 | Maintain handtools or tool boxes   | 80 |
| F0316 | Perform operational checkouts of alarm control panels or controls                                      | 80 |
| F0318 | Perform operational checkouts of fault alarm control panels or controls                                | 80 |
| E0188 | Adjust DEU air intake and exhaust system components, such as valve lash adjustment                     | 78 |
| F0320 | Perform operational checkouts of instrument air systems  | 77 |
| F0315 | Perform operational checkouts of air-conditioning subsystems or controls, other than emergency systems | 77 |
| F0322 | Perform operational checkouts of LF emergency air-conditioning subsystems or controls                  | 77 |
| F0312 | Perform brine flow checks of LFs   | 77 |
| A0057 | Perform periodic inspections of shotguns or gas masks  | 75 |
| E0294 | Verify main fuel tank levels   | 75 |
| F0321 | Perform operational checkouts of launch tube heating subsystems or controls                            | 75 |
| E0187 | Adjust diesel engine unit (DEU) cooling system components  | 75 |
| F0313 | Perform brine flow checks of MAFs  | 75 |
| E0189 | Adjust DEU cranking and alarm panel components   | 75 |
| E0195 | Adjust DEU safety and alarm device components  | 74 |
| F0327 | Perform operational checkouts of ventilation subsystems or controls                                    | 74 |
| F0347 | Perform startups and checkouts of ECSs   | 74 |
| E0192 | Adjust DEU generator control panel components  | 74 |
| E0202 | Perform MPP site interface checkouts   | 74 |
| E0216 | Perform periodic inspections of DEU battery chargers   | 72 |
| E0217 | Perform periodic inspections of DEU cooling systems  | 72 |
| E0191 | Adjust DEU fuel oil system components  | 72 |
| F0297 | Adjust brine chiller components  | 72 |
| E0269 | Service DEU cooling systems  | 72 |
| E0218 | Perform periodic inspections of DEU cranking and alarm panels  | 71 |
| E0271 | Service DEU lube oil systems   | 71 |
| E0196 | Adjust DEU starting and stopping device components   | 71 |

\* Average Number of Tasks Performed - 173

TABLE 9

## REPRESENTATIVE TASKS PERFORMED BY 2M053 PERSONNEL

| TASKS |   | PERCENT<br>MEMBERS<br>PERFORMING<br>(N=177) |
|-------|---|---|
| A0027 | Perform minor repairs, such as splicing wires, soldering, or tightening parts                       | 71  |
| F0297 | Adjust brine chiller components   | 63  |
| F0309 | Adjust refrigerant subsystem components   | 62  |
| A0017 | Maintain handtools or tool boxes  | 60  |
| F0302 | Adjust ECS pneumatic electrical switches  | 60  |
| F0301 | Adjust ECS flow alarms  | 60  |
| F0371 | Troubleshoot brine chiller control panels or subsystems   | 60  |
| F0304 | Adjust ECS thermostats  | 59  |
| F0317 | Perform operational checkouts of brine chiller control subsystems                                   | 59  |
| F0306 | Adjust instrument air system components   | 59  |
| F0372 | Troubleshoot brine subsystems   | 59  |
| F0296 | Adjust air-conditioning subsystem components, other than emergency systems                          | 58  |
| F0310 | Adjust ventilation subsystems or controls   | 58  |
| F0350 | Remove or install brine chiller components  | 58  |
| F0298 | Adjust ECS damper operators   | 58  |
| F0347 | Perform startups and checkouts of ECSs  | 57  |
| F0305 | Adjust heating subsystems or controls   | 57  |
| F0368 | Service refrigerant subsystems  | 57  |
| F0345 | Perform refrigerant subsystem leak checks   | 57  |
| F0352 | Remove or install brine chiller control subsystem components  | 57  |
| F0366 | Service brine subsystems  | 57  |
| F0299 | Adjust ECS dampers  | 57  |
| F0346 | Perform shutdowns and checkouts of ECSs   | 56  |
| F0383 | Troubleshoot refrigerant subsystems   | 56  |
| F0320 | Perform operational checkouts of instrument air systems   | 56  |
| F0376 | Troubleshoot instrument air systems   | 56  |
| E0201 | Perform manual mode operations of DEUs  | 55  |
| F0369 | Troubleshoot air-conditioning subsystems, other than emergency subsystems or controls               | 55  |
| F0316 | Perform operational checkouts of alarm control panels or controls                                   | 55  |
| E0269 | Service DEU cooling systems   | 55  |
| E0204 | Perform operational checkouts of DEU battery chargers   | 55  |
| E0195 | Adjust DEU safety and alarm device components   | 55  |
| F0384 | Troubleshoot ventilation subsystems or controls   | 55  |
| E0191 | Adjust DEU fuel oil system components   | 55  |
| F0348 | Remove or install air-conditioning subsystem components, other than emergency systems               | 55  |
| F0303 | Adjust ECS restrictors  | 55  |
| F0356 | Remove or install instrument air system components  | 55  |
| E0237 | Perform test mode operations of DEUs  | 54  |
| E0265 | Remove or install power generation and distribution system minor hardware, such as gaskets or bolts | 54  |
| A0095 | Test brine solutions  | 54  |
| E0209 | Perform operational checkouts of DEU safety and alarm devices                                       | 54  |

\* Average Number of Tasks Performed - 146

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
DAFSCs 2M033A AND 2M053 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

| TASKS   | 2M033A<br>(N=69) | 2M053<br>(N=177) | DIFF   |
|---|------------------|------------------|--------|
| A0057   | 75.36            | 28.81            | 46.55  |
| A0058   | 68.12            | 31.07            | 37.04  |
| A0052   | 59.42            | 24.86            | 34.56  |
| A0036   | 81.16            | 47.46            | 33.70  |
| A0023   | 73.91            | 41.81            | 32.11  |
| E0221   | 68.12            | 36.72            | 31.39  |
| E0209   | 85.51            | 54.24            | 31.27  |
| A0053   | 56.52            | 25.42            | 31.10  |
| E0220   | 69.57            | 38.98            | 30.58  |
| E0208   | 84.06            | 53.67            | 30.39  |
| Q0966   | 1.45             | 24.86            | -23.41 |
| Q0977   | 2.90             | 25.99            | -23.09 |
| P0940   | 7.25             | 27.68            | -20.44 |
| Q0975   | 2.90             | 23.16            | -20.27 |
| Q0969   | 1.45             | 20.90            | -19.45 |
| Q0976   | 1.45             | 20.34            | -18.89 |
| Q0964   | 1.45             | 19.77            | -18.32 |
| Q0978   | 1.45             | 19.77            | -18.32 |
| Q0971   | 1.45             | 19.77            | -18.32 |
| Q0965   | 5.80             | 23.73            | -17.93 |
| Perform periodic inspections of shotguns or gas masks           |                  |                  |        |
| Perform periodic inspections of sump pumps                      |                  |                  |        |
| Perform periodic inspections of secondary doors                 |                  |                  |        |
| Perform operational checkouts of sump pumps                     |                  |                  |        |
| Perform emergency war order (EWO) LF evacuations                |                  |                  |        |
| Perform periodic inspections of DEU generator control panels    |                  |                  |        |
| Perform operational checkouts of DEU safety and alarm devices   |                  |                  |        |
| Perform periodic inspections of security pit vault cables       |                  |                  |        |
| Perform periodic inspections of DEU fuel oil systems            |                  |                  |        |
| Perform operational checkouts of DEU lube oil systems           |                  |                  |        |
| Counsel trainees on training progress                           |                  |                  |        |
| Maintain training records or files                              |                  |                  |        |
| Evaluate personnel for compliance with performance standards    |                  |                  |        |
| Evaluate progress of trainees                                   |                  |                  |        |
| Develop training programs, plans, or procedures                 |                  |                  |        |
| Inspect training materials or aids for operation or suitability |                  |                  |        |
| Conduct formal course classroom training                        |                  |                  |        |
| Personalize lesson plans  |                  |                  |        |
| Develop or procure training materials or aids                   |                  |                  |        |
| Conduct on-the-job training (OJT)                               |                  |                  |        |

TABLE 11

## REPRESENTATIVE TASKS PERFORMED BY 2M073 PERSONNEL

| TASKS |   | PERCENT<br>MEMBERS<br>PERFORMING<br>(N=82) |
|-------|---|--|
|       |   | 63   |
| P0920 | Conduct supervisory performance feedback sessions   | 60   |
| P0918 | Conduct self-inspections or self-assessments  | 59   |
| P0925 | Determine or establish work assignments or priorities   | 57   |
| P0923 | Counsel subordinates concerning personal matters  | 56   |
| P0958 | Write or indorse military performance reports   | 55   |
| P0940 | Evaluate personnel for compliance with performance standards  | 54   |
| P0921 | Conduct safety inspections of equipment or facilities   | 52   |
| P0931 | Develop or establish work schedules   | 52   |
| P0959 | Write recommendations for awards or decorations   | 50   |
| P0936 | Establish performance standards for subordinates  | 50   |
| P0946 | Inspect personnel for compliance with military standards  | 49   |
| P0917 | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops                            | 49   |
| P0939 | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program                  | 49   |
| P0922 | Conduct supervisory orientations for newly assigned personnel   | 48   |
| P0915 | Assign personnel to work areas or duty positions  | 45   |
| P0924 | Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace | 45   |
| P0947 | Interpret policies, directives, or procedures for subordinates  | 45   |
| P0938 | Evaluate inspection report findings or inspection procedures  | 44   |
| P0942 | Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace                            | 44   |
| P0960 | Write replies to inspection reports   | 43   |
| P0928 | Develop self-inspection or self-assessment program checklists   | 41   |
| Q0977 | Maintain training records or files  | 41   |
| P0941 | Evaluate personnel for promotion, demotion, reclassification, or special awards                                   | 41   |
| A0027 | Perform minor repairs, such as splicing wires, soldering, or tightening parts                                     | 41   |
| P0945 | Initiate actions required due to substandard performance of personnel   | 40   |
| P0930 | Develop or establish work methods or procedures   | 40   |
| P0953 | Schedule personnel for temporary duty (TDY) assignments, leaves, or passes  | 40   |
| A0017 | Maintain handtools or tool boxes  | 38   |
| P0952 | Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals        | 38   |
| S1001 | Evaluate serviceability of equipment, tools, parts, or supplies   | 38   |
| Q0967 | Determine training requirements   | 37   |
| Q0975 | Evaluate progress of trainees   | 37   |
| S1004 | Inventory equipment, tools, parts, or supplies  | 37   |
| P0943 | Implement safety or security programs   | 37   |
| A0021 | Perform emergency electrical isolations   | 35   |
| R0997 | Review TO changes   | 35   |
| S1003 | Initiate requisitions for equipment, tools, parts, or supplies  | 35   |
| P0937 | Establish procedures for accountability of equipment, tools, parts, or supplies                                   | 34   |
| S1002 | Identify and report equipment or supply problems  | 34   |

\* Average Number of Tasks Performed - 114

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
DAFSCs 2M053 AND 2M073 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

| TASKS   | 2M053<br>(N=177) | 2M073<br>(N=82) | DIFF   |
|---|------------------|-----------------|--------|
| F0351 Remove or install brine chillers  | 53.67            | 18.29           | 35.38  |
| F0297 Adjust brine chiller components   | 63.28            | 32.93           | 30.35  |
| F0305 Adjust heating subsystems or controls   | 57.06            | 26.83           | 30.23  |
| F0322 Perform operational checkouts of LF emergency air-conditioning subsystems or controls | 50.85            | 20.73           | 30.12  |
| F0317 Perform operational checkouts of brine chiller control subsystems                     | 59.32            | 29.27           | 30.05  |
| F0309 Adjust refrigerant subsystem components   | 61.58            | 31.71           | 29.87  |
| A0109 Troubleshoot sump pumps   | 47.46            | 18.29           | 29.16  |
| A0027 Perform minor repairs, such as splicing wires, soldering, or tightening parts         | 70.62            | 41.46           | 29.16  |
| F0366 Service brine subsystems  | 57.06            | 28.05           | 29.01  |
| F0350 Remove or install brine chiller components  | 58.19            | 29.27           | 28.92  |
| Q0967 Determine training requirements   | 15.25            | 37.80           | -22.55 |
| P0948 Investigate accidents or incidents  | 4.52             | 26.83           | -22.31 |
| P0930 Develop or establish work methods or procedures                                       | 18.08            | 40.24           | -22.16 |
| P0927 Develop resource protection programs  | .56              | 21.95           | -21.39 |
| R0998 Write minutes of briefings, conferences, or meetings                                  | 3.95             | 24.39           | -20.44 |
| Q0974 Evaluate effectiveness of training programs, plans, or procedures                     | 11.86            | 31.71           | -19.84 |
| S0999 Coordinate maintenance of equipment with appropriate agencies                         | 14.69            | 32.93           | -18.24 |
| P0919 Conduct staff assistance visits, inspections, or audits                               | 3.95             | 21.95           | -18.00 |

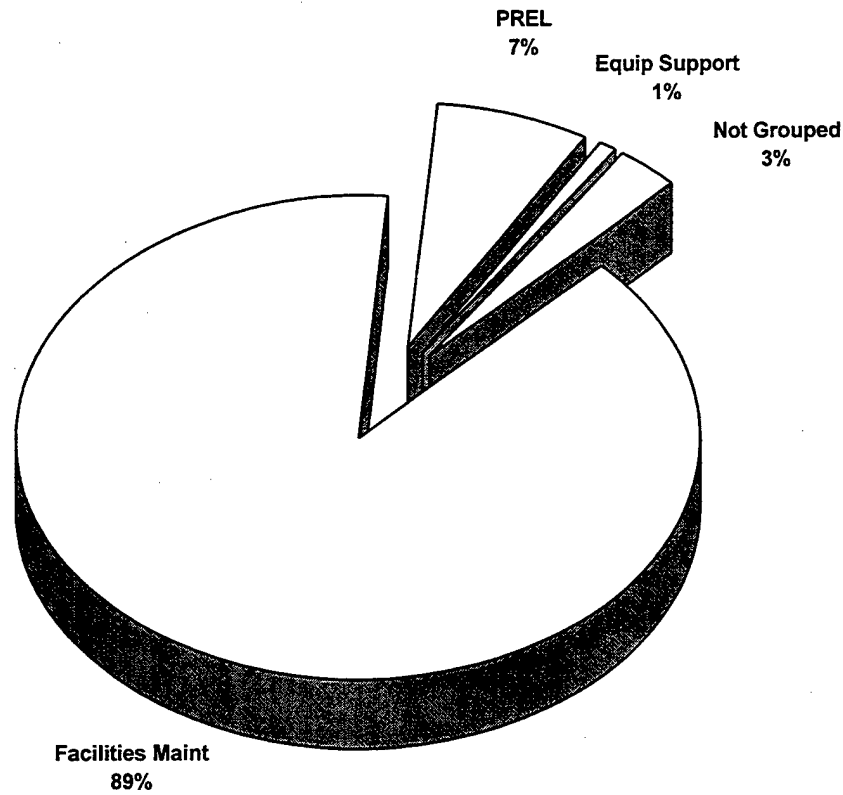
## TRAINING ANALYSIS

Occupational survey data are one of many sources of information which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the work being performed by first-job or first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

### First-Enlistment Personnel

There are 73 members in their first-enlistment, representing 22 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder. Table 13 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first-enlistment personnel spend 89 percent of their time performing the General Missile Facility Maintenance tasks of Duty A, the Power Generation and Distribution tasks of Duty E and the Environmental Control Systems tasks of Duty F. First-enlistment personnel are primarily employed in the Facilities Maintenance Cluster, with representative tasks performed displayed in Table 14. Table 15 reflects the Equipment used by first-enlistment respondents.

**DISTRIBUTION OF 2M0X3/A FIRST-ENLISTMENT PERSONNEL  
ACROSS SPECIALTY JOBS  
(N = 73)**



**FIGURE 2**

TABLE 13

RELATIVE PERCENT TIME SPENT ON DUTIES BY  
FIRST-ENLISTMENT PERSONNEL  
(N=73)

| DUTIES |   | PERCENT<br>TIME<br>SPENT |
|--------|---|--------------------------|
| A      | PERFORMING GENERAL MISSILE FACILITY MAINTENANCE ACTIVITIES  | 20                       |
| B      | MAINTAINING GUIDANCE AND CONTROL (G AND C) LIQUID COOLING SYSTEMS   | 1                        |
| C      | MAINTAINING GUIDANCE AND CONTROL CONDITIONING UNIT (GCCU) SYSTEMS   | 1                        |
| D      | MAINTAINING GCCU TEST EQUIPMENT   | *                        |
| E      | MAINTAINING LAUNCH FACILITY (LF) AND MISSILE ALERT FACILITY (MAF) POWER GENERATION AND DISTRIBUTION SYSTEMS | 39                       |
| F      | MAINTAINING LF AND MAF ENVIRONMENTAL CONTROL SYSTEMS (ECSs)   | 30                       |
| G      | MAINTAINING SUPPORT VEHICLES  | 6                        |
| H      | DIRECTING AND CONTROLLING GENERAL LAUNCH VEHICLE (LV) ACTIVITIES  | *                        |
| I      | PERFORMING FACILITY ENVIRONMENTAL DEFENSE SYSTEM ACTIVITIES   | *                        |
| J      | DIRECTING AND CONTROLLING LV MECHANICAL ACTIVITIES  | *                        |
| K      | DIRECTING AND CONTROLLING LV ELECTRICAL ACTIVITIES  | *                        |
| L      | DIRECTING AND CONTROLLING LV FACILITY ACTIVITIES  | *                        |
| M      | DIRECTING AND CONTROLLING PAYLOAD (INCLUDES SPACECRAFT), UPPERSTAGE, OR FAIRING ACTIVITIES                  | *                        |
| N      | DIRECTING AND CONTROLLING SOLID ROCKET MOTOR (SRM) ACTIVITIES   | *                        |
| O      | PERFORMING GENERAL RESEARCH AND DEVELOPMENT ACTIVITIES  | *                        |
| P      | PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES  | *                        |
| Q      | PERFORMING TRAINING ACTIVITIES  | *                        |
| R      | PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES                                | 2                        |
| S      | PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES  |                          |

\* less than 1 percent

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY AFSC 2M0X3/A  
FIRST-ENLISTMENT PERSONNEL

| TASKS  | PERCENT<br>MEMBERS<br>PERFORMING<br>(N=73) |
|--|--|
| A0027 Perform minor repairs, such as splicing wires, soldering, or tightening parts                          | 88   |
| E0209 Perform operational checkouts of DEU safety and alarm devices  | 88   |
| A0062 Raise or lower equipment by hand   | 86   |
| E0205 Perform operational checkouts of DEU cooling systems   | 86   |
| E0208 Perform operational checkouts of DEU lube oil systems  | 86   |
| E0206 Perform operational checkouts of DEU fuel oil systems  | 86   |
| E0204 Perform operational checkouts of DEU battery chargers  | 86   |
| E0201 Perform manual mode operations of DEUs   | 85   |
| A0026 Perform LF entry and exit procedures   | 84   |
| E0210 Perform operational checkouts of DEU starting and stopping devices                                     | 84   |
| E0207 Perform operational checkouts of DEU generator control panels  | 84   |
| F0317 Perform operational checkouts of brine chiller control subsystems                                      | 82   |
| E0294 Verify main fuel tank levels   | 79   |
| E0188 Adjust DEU air intake and exhaust system components, such as valve lash adjustment                     | 79   |
| F0312 Perform brine flow checks of LFs   | 79   |
| A0036 Perform operational checkouts of sump pumps  | 78   |
| A0017 Maintain handtools or tool boxes   | 77   |
| F0316 Perform operational checkouts of alarm control panels or controls                                      | 77   |
| F0322 Perform operational checkouts of LF emergency air-conditioning subsystems or controls                  | 77   |
| F0318 Perform operational checkouts of fault alarm control panels or controls                                | 77   |
| E0187 Adjust diesel engine unit (DEU) cooling system components  | 77   |
| F0313 Perform brine flow checks of MAFs  | 77   |
| F0320 Perform operational checkouts of instrument air systems  | 75   |
| F0321 Perform operational checkouts of launch tube heating subsystems or controls                            | 75   |
| F0315 Perform operational checkouts of air-conditioning subsystems or controls, other than emergency systems | 75   |
| E0271 Service DEU lube oil systems   | 75   |
| E0195 Adjust DEU safety and alarm device components  | 75   |
| F0347 Perform startups and checkouts of ECSs   | 75   |
| F0297 Adjust brine chiller components  | 75   |
| E0269 Service DEU cooling systems  | 75   |
| E0192 Adjust DEU generator control panel components  | 75   |
| E0189 Adjust DEU cranking and alarm panel components   | 75   |
| E0295 Verify MPP failure using power system verification boxes (PSVBs)                                       | 75   |
| E0202 Perform MPP site interface checkouts   | 75   |
| A0057 Perform periodic inspections of shotguns or gas masks  | 74   |
| E0194 Adjust DEU lube oil system components  | 74   |
| E0191 Adjust DEU fuel oil system components  | 74   |
| E0236 Perform prestart checks of DEUs  | 73   |

\* Average Number of Tasks Performed -173

TABLE 15

EQUIPMENT USED BY  
FIRST-ENLISTMENT AFSC 2M0X3/A PERSONNEL

| EQUIPMENT                                  | 1ST ENL<br>(N=73) |
|--|-------------------|
| Multimeters                                | 97                |
| Manifold Gauge Sets                        | 96                |
| Calibrated Thermometers                    | 95                |
| Manometers                                 | 95                |
| Belt Alignment Tools                       | 93                |
| Ammeters                                   | 92                |
| Gauges, Differential Pressure              | 92                |
| Electronic Leak Detectors                  | 90                |
| Torque Wrenches                            | 90                |
| Electric Drills                            | 89                |
| Hydrometers                                | 88                |
| Emergency Breathing Apparatus              | 86                |
| Gauges, Tension                            | 86                |
| Power System Verification Boxes            | 86                |
| Gauges, Pressure (Other than differential) | 85                |
| Vibrogrounds                               | 85                |
| Air Compressors                            | 84                |
| Meters, Frequency                          | 82                |
| Ultraviolet Lights                         | 81                |
| Elevator Work Cages                        | 79                |
| Fault Locating Indicators                  | 79                |
| Refrigerant Reclaimers/Recyclers           | 79                |
| Battery Chargers                           | 78                |
| Refrigerant Scales                         | 78                |
| Graduated Cylinders                        | 77                |
| Gas Detectors                              | 73                |
| Johnson Control Kits                       | 71                |
| Soldering Irons                            | 71                |
| Pneumatic Tools                            | 70                |
| Portable Sump Pump Kits                    | 68                |
| Gauges, Micron                             | 66                |
| Test Sets, Temperature Control             | 66                |
| Meters, Phase Rotation                     | 64                |
| Vacuum Pumps                               | 63                |
| Battery Load Testers                       | 53                |
| Direct Current (DC) Power Supplies         | 53                |
| Portable Heaters                           | 52                |

### Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel training (see Table 16 for the top-rated tasks), along with a measure of the difficulty of the JI tasks (see high rated tasks presented in Table 17). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-2601, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

Table 16 presents tasks with the highest TE ratings for AFSC 2M0X3/A first-enlistment airmen, while Table 17 displays those tasks AFSC 2M0X3/A raters judged to be most difficult to learn. For example, TE raters (refer to Table 16) reported that tasks such as performing operational checks of air-conditioning subsystems or controls and brine chiller control subsystems require a high degree of training emphasis and, from the data, most airmen in their first job and within their first enlistment are performing these tasks. Table 17 shows TD raters reported troubleshooting, adjusting, and calibrating GCCU test benches to be among the most difficult tasks to learn. However, due to the low numbers of individuals performing these types of tasks, they would be inappropriate for inclusion in a resident curriculum and are more appropriately taught as OJT items.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the SURVEY METHODOLOGY section of this report.)

TABLE 16

## TASKS RATED HIGHEST IN TRAINING EMPHASIS

| TASKS | TNG<br>EMP | PERCENT MEMBERS<br>PERFORMING |                   |      | TSK<br>DIFF |
|-------|------------|-------------------------------|-------------------|------|-------------|
|       |            | 1ST JOB<br>(N=37)             | 1ST ENL<br>(N=73) |      |             |
| A0026 | 6.61       | 86                            | 84                | 4.00 |             |
| F0315 | 6.55       | 70                            | 75                | 5.52 |             |
| F0317 | 6.53       | 81                            | 82                | 5.41 |             |
| A0022 | 6.53       | 73                            | 74                | 4.53 |             |
| F0322 | 6.53       | 73                            | 77                | 5.23 |             |
| F0316 | 6.50       | 76                            | 77                | 5.51 |             |
| F0321 | 6.42       | 70                            | 75                | 5.22 |             |
| F0297 | 6.42       | 57                            | 75                | 5.82 |             |
| F0309 | 6.42       | 54                            | 68                | 5.98 |             |
| F0304 | 6.42       | 51                            | 68                | 5.75 |             |
| F0301 | 6.42       | 54                            | 70                | 5.78 |             |
| F0320 | 6.39       | 73                            | 75                | 4.94 |             |
| E0290 | 6.37       | 49                            | 64                | 6.49 |             |
| E0295 | 6.32       | 62                            | 75                | 6.08 |             |
| A0021 | 6.32       | 70                            | 71                | 4.54 |             |
| F0327 | 6.29       | 73                            | 73                | 5.18 |             |
| A0023 | 6.26       | 78                            | 74                | 4.17 |             |
| F0369 | 6.26       | 46                            | 66                | 6.37 |             |
| E0202 | 6.24       | 62                            | 75                | 5.58 |             |
| F0328 | 6.21       | 59                            | 55                | 5.42 |             |
| F0296 | 6.18       | 54                            | 71                | 5.91 |             |
| F0318 | 6.18       | 76                            | 77                | 5.45 |             |
| F0371 | 6.18       | 54                            | 68                | 6.30 |             |
| E0225 | 6.18       | 73                            | 64                | 4.61 |             |
| E0284 | 6.16       | 54                            | 68                | 5.68 |             |

\* Mean TE Rating is 1.74, and the Standard Deviation is 2.08 (High TE = 3.82)

\*\* Average TD Rating is 5.00

TABLE 17

## TASKS RATED HIGHEST IN TASK DIFFICULTY

| TASKS | TASK DIFF | 1ST JOB (N=37) | 1ST ENL (N=73) | PERCENT MEMBERS PERFORMING |                   |                  | TNG EMP |
|-------|-----------|----------------|----------------|----------------------------|-------------------|------------------|---------|
|       |           |                |                | 3-SKL LVL (N=69)           | 5-SKL LVL (N=177) | 7-SKL LVL (N=82) |         |
| D0183 | 11.49     | 5              | 3              | 3                          | 5                 | 4                | .74     |
| C0168 | 7.69      | 3              | 5              | 3                          | 17                | 5                | 1.11    |
| H0565 | 7.67      | 3              | 1              | 1                          | 0                 | 10               | .08     |
| L0723 | 7.67      | 0              | 0              | 0                          | 1                 | 9                | .00     |
| D0174 | 7.58      | 5              | 3              | 3                          | 6                 | 2                | .74     |
| D0180 | 7.58      | 3              | 1              | 1                          | 5                 | 2                | .74     |
| D0173 | 7.58      | 5              | 4              | 4                          | 5                 | 2                | .74     |
| D0176 | 7.58      | 5              | 4              | 4                          | 6                 | 2                | .74     |
| D0175 | 7.58      | 5              | 4              | 4                          | 5                 | 2                | .74     |
| D0184 | 7.58      | 0              | 0              | 0                          | 5                 | 5                | .74     |
| F0314 | 7.35      | 59             | 70             | 70                         | 52                | 24               | 5.53    |
| G0506 | 7.02      | 5              | 8              | 9                          | 11                | 9                | 1.82    |
| G0507 | 6.86      | 5              | 7              | 7                          | 8                 | 6                | 1.74    |
| G0489 | 6.86      | 8              | 5              | 7                          | 3                 | 5                | 1.00    |
| O0843 | 6.86      | 0              | 0              | 0                          | 0                 | 1                | .08     |
| G0490 | 6.86      | 8              | 5              | 7                          | 2                 | 5                | 1.00    |
| G0491 | 6.86      | 8              | 5              | 7                          | 2                 | 5                | 1.00    |
| O0844 | 6.86      | 0              | 0              | 0                          | 0                 | 1                | .08     |
| G0488 | 6.86      | 8              | 5              | 6                          | 3                 | 4                | .68     |
| C0167 | 6.82      | 3              | 7              | 4                          | 17                | 5                | 1.11    |
| C0166 | 6.82      | 3              | 7              | 4                          | 17                | 5                | 1.11    |
| C0170 | 6.82      | 3              | 5              | 3                          | 18                | 5                | 1.11    |
| G0404 | 6.78      | 5              | 8              | 9                          | 12                | 9                | 1.87    |
| G0493 | 6.74      | 11             | 14             | 14                         | 15                | 10               | 2.68    |
| B0115 | 6.74      | 8              | 7              | 7                          | 11                | 5                | 1.55    |

\* Mean TE Rating is 1.74, and the Standard Deviation is 2.08 (High TE = 3.82)

\*\* Average TD Rating is 5.00

### Specialty Training Standard (STS)

A comprehensive review of STS 2M0X3/A, dated July 1996, compared STS items to survey data (based on the previously mentioned assistance from subject-matter experts in matching JI tasks to STS elements). STS elements containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 20 percent or more of the personnel in a skill level [criterion group] of the AFS).

The 2M0X3/A STS analysis identified few elements with matched tasks recommended for proficiency code review. Table 18 is a sample of some of these elements recommended for review by training personnel to ensure proper proficiency coding.

Tasks not referenced to any element of the STS are listed at the end of the STS computer listing of the Training Extract. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. There were 150 technical tasks with 20 percent or more of TAFMS group members performing and not matched to an STS element. These tasks were centered mainly around Duty E, Maintaining Launch Facility (LF) and Missile Alert Facility (MAF) Power Generation and Distribution Systems and Duty F, Maintaining LF and MAF Environmental Control Systems. Representative tasks from this list are displayed in Table 19.

TABLE 18

EXAMPLES OF TECHNICAL TASKS PERFORMED BY AFSC 2M0X3/A GROUP MEMBERS  
SUGGESTED FOR PROFICIENCY CODE REVIEW TO PERFORMANCE CODING  
(PERCENT MEMBERS PERFORMING)

| TASKS          | TNG<br>EMP | PERCENT MEMBERS<br>PERFORMING |                         |                        | TASK<br>DIFF | ATI |
|----------------|------------|-------------------------------|-------------------------|------------------------|--------------|-----|
|                |            | 3-SKL<br>LVL<br>(N=69)        | 5-SKL<br>LVL<br>(N=177) | 7-SKL<br>LVL<br>(N=82) |              |     |
| <b>16a</b>     |            |                               |                         |                        |              |     |
| <b>16a(2)</b>  |            |                               |                         |                        |              |     |
| <b>16a(2d)</b> |            |                               |                         |                        |              |     |
| E0194          |            |                               | 54                      | 32                     | 4.84         | 18  |
| E0208          |            | 5.63                          | 71                      | 32                     | 4.53         | 18  |
| E0252          |            | 5.50                          | 84                      | 30                     | 4.69         | 18  |
|                |            | 5.47                          | 61                      |                        |              |     |
| <b>16c</b>     |            |                               |                         |                        |              |     |
| <b>16c(6)</b>  |            |                               |                         |                        |              |     |
| <b>16c(6c)</b> |            |                               |                         |                        |              |     |
| F0296          |            |                               | 58                      | 33                     | 5.91         | 18  |
|                |            | 6.18                          | 68                      |                        |              |     |
| F0315          |            |                               | 77                      | 29                     | 5.52         | 18  |
|                |            | 6.55                          |                         |                        |              |     |
| <b>16d</b>     |            |                               |                         |                        |              |     |
| <b>16d(1b)</b> |            |                               |                         |                        |              |     |
| A0109          |            |                               | 47                      | 18                     | 6.10         | 18  |
|                |            | 4.84                          | 61                      |                        |              |     |
| <b>16d(1c)</b> |            |                               |                         |                        |              |     |
| A0036          |            |                               | 47                      | 22                     | 4.43         | 18  |
| A0085          |            | 5.29                          | 81                      | 16                     | 4.96         | 18  |
| A0086          |            | 4.76                          | 48                      | 16                     | 5.00         | 12  |
|                |            | 4.84                          | 46                      |                        |              |     |

\* Mean TE Rating is 1.74, and the Standard Deviation is 2.08 (High TE = 3.82)

\*\* Average TD Rating is 5.00

TABLE 19

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE  
GROUP MEMBERS AND NOT REFERENCED TO THE STS

| TASKS | PERCENT MEMBERS<br>PERFORMING |     |               |                        |      | TNG<br>EMP | TASK<br>DIFF |
|-------|-------------------------------|-----|---------------|------------------------|------|------------|--------------|
|       | 1ST JOB<br>(N=37)             | 1ST |               | 3-SKL<br>LVL<br>(N=69) |      |            |              |
|       |                               | JOB | ENL<br>(N=73) |                        |      |            |              |
| E0185 | 46                            | 59  | 55            | 5.95                   | 5.68 |            |              |
| E0188 | 70                            | 79  | 78            | 6.03                   | 5.57 |            |              |
| E0189 | 65                            | 75  | 75            | 5.29                   | 4.96 |            |              |
| E0192 | 65                            | 75  | 74            | 5.53                   | 4.91 |            |              |
| E0196 | 65                            | 73  | 71            | 5.61                   | 4.94 |            |              |
| E0202 | 62                            | 75  | 74            | 6.24                   | 5.58 |            |              |
| E0203 | 70                            | 63  | 61            | 5.89                   | 8.12 |            |              |
| E0204 | 86                            | 86  | 84            | 5.87                   | 4.43 |            |              |
| E0210 | 84                            | 84  | 83            | 5.71                   | 4.74 |            |              |
| E0212 | 51                            | 58  | 61            | 5.42                   | 4.56 |            |              |
| F0298 | 51                            | 68  | 65            | 5.66                   | 5.32 |            |              |
| F0299 | 46                            | 64  | 61            | 5.24                   | 5.37 |            |              |
| F0300 | 49                            | 66  | 64            | 5.55                   | 5.39 |            |              |
| F0301 | 54                            | 70  | 67            | 6.13                   | 5.43 |            |              |
| F0314 | 59                            | 70  | 70            | 5.53                   | 7.35 |            |              |
| F0316 | 76                            | 77  | 80            | 6.50                   | 5.51 |            |              |
| F0337 | 54                            | 51  | 55            | 5.34                   | 5.46 |            |              |

\* Mean TE Rating is 1.74, and the Standard Deviation is 2.08 (High TE = 3.82)

\*\* Average TD Rating is 5.00

## JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 20 presents job satisfaction data for AFSC 2M0X3/A TAFMS groups, together with TAFMS data for a comparative sample of Mission Equipment Management career ladders surveyed in 1997. First-enlistment personnel rated utilization of talents and sense of accomplishment gained from work higher than the comparative sample. They also have lower reenlistment intentions than the comparative sample. Second-enlistment personnel rated all areas slightly lower than the comparative sample. Career airmen (those over 8 years TAFMS), rated all areas lower than the comparative sample with the exception of reenlistment intentions, which they rated slightly higher.

Table 21 compares job satisfaction responses from this survey to the previous survey completed in 1996. First-enlistment personnel rated sense of accomplishment gained from work much higher than the previous survey, while perceived utilization of talents and utilization of training were rated slightly higher. Expressed job interest and reenlistment intentions are slightly lower than the previous survey. Second-enlistment personnel reflect little change in job satisfaction responses from the previous survey. Career airmen responded lower to each job satisfaction indicator than the previous survey.

In Table 22, a review of the job satisfaction ratings for the specialty jobs and clusters identified in this survey reveals very low satisfaction ratings for all areas among the Equipment Support Job and Maintenance Controller Cluster members. The only exception to these low ratings is the relatively high reenlistment intentions for the Maintenance Controller Job members versus the other jobs and clusters of the career ladder.

TABLE 20

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS  
(PERCENT MEMBERS RESPONDING)

| 1-48 MOS TAFMS            |                              | 49-96 MOS TAFMS           |                              | 97+ MOS TAFMS              |                              |
|---------------------------|------------------------------|---------------------------|------------------------------|----------------------------|------------------------------|
| 1998<br>2M0X3/A<br>(N=73) | COMP<br>SAMPLE*<br>(N=3,883) | 1998<br>2M0X3/A<br>(N=75) | COMP<br>SAMPLE*<br>(N=2,651) | 1998<br>2M0X3/A<br>(N=180) | COMP<br>SAMPLE*<br>(N=6,033) |
| 63                        | 65                           | 73                        | 65                           | 71                         | 74                           |
| 21                        | 19                           | 20                        | 20                           | 18                         | 17                           |
| 16                        | 16                           | 7                         | 15                           | 10                         | 9                            |
| 76                        | 72                           | 79                        | 75                           | 79                         | 83                           |
| 24                        | 28                           | 21                        | 25                           | 21                         | 17                           |
| 96                        | 85                           | 86                        | 82                           | 79                         | 80                           |
| 4                         | 15                           | 14                        | 18                           | 21                         | 20                           |
| 74                        | 64                           | 75                        | 66                           | 67                         | 72                           |
| 14                        | 17                           | 9                         | 15                           | 15                         | 11                           |
| 12                        | 19                           | 16                        | 19                           | 17                         | 17                           |
| 47                        | 52                           | 67                        | 66                           | 73                         | 71                           |
| 53                        | 48                           | 33                        | 34                           | 11                         | 8                            |
| 0                         | 0                            | 0                         | 0                            | 16                         | 21                           |

EXPRESSED JOB INTEREST:

INTERESTING  
SO-SO  
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED  
NEUTRAL  
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES  
NO, OR PROBABLY NO  
PLAN TO RETIRE

\* Comparative sample of Mission Equipment Management career ladders surveyed in 1997 include the 2A3X2A/B/C, 2A5X3A/B/C, 2A6X3, 2A6X5, 2A6X6, 2A7X1, 2A7X3, 2E1X1, 2E8X1, and 2W0X1 AFSCs.

TABLE 21

COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS  
(PERCENT MEMBERS RESPONDING)

|  | 1-48 MOS TAFMS            |                          | 49-96 MOS TAFMS           |                         | 97+ MOS TAFMS              |                          |
|--|---------------------------|--------------------------|---------------------------|-------------------------|----------------------------|--------------------------|
|  | 1998<br>2M0X3/A<br>(N=73) | 1996<br>2M0X3<br>(N=128) | 1998<br>2M0X3/A<br>(N=75) | 1996<br>2M0X3<br>(N=89) | 1998<br>2M0X3/A<br>(N=180) | 1996<br>2M0X3<br>(N=151) |
| <u>EXPRESSED JOB INTEREST:</u>                   |                           |                          |                           |                         |                            |                          |
| INTERESTING                                      | 63                        | 66                       | 73                        | 74                      | 72                         | 75                       |
| SO-SO  | 21                        | 17                       | 20                        | 18                      | 18                         | 18                       |
| DULL   | 16                        | 17                       | 7                         | 8                       | 10                         | 7                        |
| <u>PERCEIVED UTILIZATION OF TALENTS:</u>         |                           |                          |                           |                         |                            |                          |
| FAIRLY WELL TO PERFECTLY                         | 76                        | 73                       | 79                        | 87                      | 79                         | 84                       |
| LITTLE OR NOT AT ALL                             | 24                        | 27                       | 21                        | 13                      | 21                         | 16                       |
| <u>PERCEIVED UTILIZATION OF TRAINING:</u>        |                           |                          |                           |                         |                            |                          |
| FAIRLY WELL TO PERFECTLY                         | 96                        | 89                       | 86                        | 85                      | 79                         | 80                       |
| LITTLE OR NOT AT ALL                             | 4                         | 11                       | 14                        | 15                      | 21                         | 20                       |
| <u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u> |                           |                          |                           |                         |                            |                          |
| SATISFIED  | 74                        | 55                       | 75                        | 72                      | 68                         | 77                       |
| NEUTRAL  | 14                        | 19                       | 9                         | 10                      | 15                         | 8                        |
| DISSATISFIED                                     | 12                        | 26                       | 16                        | 18                      | 17                         | 15                       |
| <u>REENLISTMENT INTENTIONS:</u>                  |                           |                          |                           |                         |                            |                          |
| YES, OR PROBABLY YES                             | 47                        | 52                       | 67                        | 67                      | 73                         | 80                       |
| NO, OR PROBABLY NO                               | 53                        | 48                       | 33                        | 33                      | 11                         | 5                        |
| PLAN TO RETIRE                                   | 0                         | 0                        | 0                         | 0                       | 16                         | 15                       |

TABLE 22

COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS  
(PERCENT MEMBERS RESPONDING)

|   | Facilities<br>Maint<br>Cluster<br>(ST033)<br>(N=193) | Supv<br>Cluster<br>(ST018)<br>(N=41) | PREL<br>Job<br>(ST092)<br>(N=29) | Maint<br>Controller<br>Cluster<br>(ST014)<br>(N=18) | Instructor<br>Job<br>(ST048)<br>(N=12) | Equip<br>Support<br>Job<br>(ST047)<br>(N=7) | QA<br>Job<br>(ST060)<br>(N=5) |
|---|--|--------------------------------------|----------------------------------|---|--|---|-------------------------------|
| INTERESTING                               | 68   | 86                                   | 87                               | 56  | 83                                     | 43  | 80                            |
| SO-SO                                     | 21   | 12                                   | 10                               | 22  | 0                                      | 29  | 20                            |
| DULL                                      | 11   | 2                                    | 3                                | 22  | 17                                     | 29  | 0                             |
| PERCEIVED UTILIZATION OF TALENTS:         |  |                                      |                                  |   |  |   |                               |
| FAIRLY WELL TO PERFECTLY                  | 79   | 95                                   | 76                               | 67  | 92                                     | 43  | 100                           |
| LITTLE OR NOT AT ALL                      | 21   | 5                                    | 24                               | 33  | 8                                      | 57  | 0                             |
| PERCEIVED UTILIZATION OF TRAINING:        |  |                                      |                                  |   |  |   |                               |
| FAIRLY WELL TO PERFECTLY                  | 90   | 88                                   | 100                              | 61  | 92                                     | 0   | 100                           |
| LITTLE OR NOT AT ALL                      | 10   | 12                                   | 0                                | 39  | 8                                      | 100   | 0                             |
| SENSE OF ACCOMPLISHMENT GAINED FROM WORK: |  |                                      |                                  |   |  |   |                               |
| SATISFIED                                 | 72   | 71                                   | 76                               | 67  | 83                                     | 57  | 80                            |
| NEUTRAL                                   | 12   | 17                                   | 14                               | 0   | 0                                      | 29  | 20                            |
| DISSATISFIED                              | 16   | 12                                   | 10                               | 33  | 17                                     | 14  | 0                             |
| REENLISTMENT INTENTIONS:                  |  |                                      |                                  |   |  |   |                               |
| YES, OR PROBABLY YES                      | 66   | 58                                   | 62                               | 72  | 100                                    | 57  | 80                            |
| NO, OR PROBABLY NO                        | 29   | 15                                   | 38                               | 11  | 0                                      | 43  | 0                             |
| WILL RETIRE                               | 5  | 27                                   | 0                                | 17  | 0                                      | 0   | 20                            |

EXPRESSED JOB INTEREST:

INTERESTING  
SO-SO  
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED  
NEUTRAL  
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES  
NO, OR PROBABLY NO  
WILL RETIRE

## IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Based on survey data, the career ladder training documents require review to ensure inclusion of relevant elements. The career ladder progression is typical, with the move from technical work at the 3- and 5-skill levels to supervisory and management tasks at the 7-skill level. Job satisfaction is slightly higher for first-enlistment members and slightly lower for second-enlistment members than the comparative sample of like AFSCs, while slightly higher compared to the previous survey.

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APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED  
BY SPECIALTY JOB GROUPS

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TABLE A1

Facilities Maintenance Cluster (ST033)

| REPRESENTATIVE TASKS |  | PERCENT<br>MEMBERS<br>PERFORMING |
|----------------------|--|----------------------------------|
| E0209                | Perform operational checkouts of DEU safety and alarm devices  | 93                               |
| E0204                | Perform operational checkouts of DEU battery chargers  | 93                               |
| E0201                | Perform manual mode operations of DEUs   | 92                               |
| E0205                | Perform operational checkouts of DEU cooling systems   | 92                               |
| E0206                | Perform operational checkouts of DEU fuel oil systems  | 92                               |
| E0208                | Perform operational checkouts of DEU lube oil systems  | 91                               |
| F0317                | Perform operational checkouts of brine chiller control subsystems                                      | 91                               |
| E0210                | Perform operational checkouts of DEU starting and stopping devices                                     | 90                               |
| F0297                | Adjust brine chiller components  | 90                               |
| E0207                | Perform operational checkouts of DEU generator control panels  | 90                               |
| A0027                | Perform minor repairs, such as splicing wires, soldering, or tightening parts                          | 89                               |
| F0296                | Adjust air-conditioning subsystem components, other than emergency systems                             | 89                               |
| F0347                | Perform startups and checkouts of ECSs   | 89                               |
| F0315                | Perform operational checkouts of air-conditioning subsystems or controls, other than emergency systems | 89                               |
| F0316                | Perform operational checkouts of alarm control panels or controls                                      | 89                               |
| E0269                | Service DEU cooling systems  | 89                               |
| E0195                | Adjust DEU safety and alarm device components  | 89                               |
| F0301                | Adjust ECS flow alarms   | 89                               |
| F0302                | Adjust ECS pneumatic electrical switches   | 88                               |
| F0320                | Perform operational checkouts of instrument air systems  | 88                               |
| E0191                | Adjust DEU fuel oil system components  | 88                               |
| F0306                | Adjust instrument air system components  | 88                               |
| F0310                | Adjust ventilation subsystems or controls  | 88                               |
| F0372                | Troubleshoot brine subsystems  | 88                               |
| F0309                | Adjust refrigerant subsystem components  | 88                               |
| E0188                | Adjust DEU air intake and exhaust system components, such as valve lash adjustment                     | 88                               |
| F0313                | Perform brine flow checks of MAFs  | 88                               |
| E0271                | Service DEU lube oil systems   | 87                               |
| E0194                | Adjust DEU lube oil system components  | 87                               |
| E0187                | Adjust diesel engine unit (DEU) cooling system components  | 87                               |
| E0202                | Perform MPP site interface checkouts   | 87                               |
| F0304                | Adjust ECS thermostats   | 86                               |
| F0346                | Perform shutdowns and checkouts of ECSs  | 86                               |
| F0371                | Troubleshoot brine chiller control panels or subsystems  | 86                               |
| E0196                | Adjust DEU starting and stopping device components   | 86                               |
| F0384                | Troubleshoot ventilation subsystems or controls  | 86                               |
| E0193                | Adjust DEU governor components   | 86                               |
| F0298                | Adjust ECS damper operators  | 86                               |
| E0236                | Perform prestart checks of DEUs  | 85                               |
| E0294                | Verify main fuel tank levels   | 85                               |
| F0305                | Adjust heating subsystems or controls  | 85                               |
| E0192                | Adjust DEU generator control panel components  | 85                               |

TABLE A2

## Supervision Cluster (ST018)

| REPRESENTATIVE TASKS |   | PERCENT<br>MEMBERS<br>PERFORMING |
|----------------------|---|----------------------------------|
| P0940                | Evaluate personnel for compliance with performance standards  | 80                               |
| P0947                | Interpret policies, directives, or procedures for subordinates  | 78                               |
| P0958                | Write or indorse military performance reports   | 76                               |
| P0923                | Counsel subordinates concerning personal matters  | 76                               |
| P0925                | Determine or establish work assignments or priorities   | 76                               |
| P0936                | Establish performance standards for subordinates  | 73                               |
| P0920                | Conduct supervisory performance feedback sessions   | 71                               |
| P0918                | Conduct self-inspections or self-assessments  | 71                               |
| P0941                | Evaluate personnel for promotion, demotion, reclassification, or special awards                                   | 66                               |
| P0946                | Inspect personnel for compliance with military standards  | 66                               |
| P0959                | Write recommendations for awards or decorations   | 66                               |
| P0931                | Develop or establish work schedules   | 63                               |
| P0921                | Conduct safety inspections of equipment or facilities   | 63                               |
| P0942                | Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace                            | 61                               |
| P0939                | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program                  | 61                               |
| P0915                | Assign personnel to work areas or duty positions  | 61                               |
| P0938                | Evaluate inspection report findings or inspection procedures  | 59                               |
| P0917                | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops                            | 59                               |
| P0953                | Schedule personnel for temporary duty (TDY) assignments, leaves, or passes  | 59                               |
| P0924                | Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace | 56                               |
| P0960                | Write replies to inspection reports   | 54                               |
| S1001                | Evaluate serviceability of equipment, tools, parts, or supplies   | 46                               |
| P0943                | Implement safety or security programs   | 46                               |
| P0954                | Write inspection reports  | 41                               |
| R0997                | Review TO changes   | 41                               |
| Q0974                | Evaluate effectiveness of training programs, plans, or procedures   | 41                               |

TABLE A3

Power, Refrigeration, and Electric (PREL) Job (ST092)

| REPRESENTATIVE TASKS |   | PERCENT<br>MEMBERS<br>PERFORMING |
|----------------------|---|----------------------------------|
|                      |   | 100                              |
| G0421                | Perform operational checkouts of PT APUs                          | 100                              |
| G0422                | Perform operational checkouts of PT ECSs                          | 100                              |
| G0425                | Perform operational checkouts of PT security systems              | 100                              |
| G0423                | Perform operational checkouts of PT electrical systems            | 100                              |
| G0442                | Perform periodic inspections of PT ECSs                           | 100                              |
| G0445                | Perform periodic inspections of PT security systems               | 100                              |
| G0443                | Perform periodic inspections of PT electrical systems             | 100                              |
| G0496                | Troubleshoot PT APUs  | 100                              |
| G0499                | Troubleshoot PT hoists  | 100                              |
| G0418                | Perform operational checkouts of PMT van ECSs                     | 100                              |
| G0497                | Troubleshoot PT ECSs  | 100                              |
| G0439                | Perform periodic inspections of PMT van electrical systems        | 100                              |
| G0417                | Perform operational checkouts of PMT van APUs                     | 100                              |
| G0438                | Perform periodic inspections of PMT van ECSs                      | 100                              |
| G0437                | Perform periodic inspections of PMT van APUs                      | 100                              |
| G0500                | Troubleshoot PT security systems                                  | 100                              |
| G0498                | Troubleshoot PT electrical systems                                | 100                              |
| G0493                | Troubleshoot PMT van ECSs   | 100                              |
| G0494                | Troubleshoot PMT van electrical systems                           | 97                               |
| G0424                | Perform operational checkouts of PT hoists                        | 97                               |
| G0441                | Perform periodic inspections of PT APUs                           | 97                               |
| G0444                | Perform periodic inspections of PT hoists                         | 97                               |
| G0398                | Adjust PT ECS components  | 97                               |
| G0396                | Adjust PT APU components  | 97                               |
| G0397                | Adjust PT APU components  | 97                               |
| G0419                | Perform operational checkouts of PMT van electrical systems       | 97                               |
| G0449                | Perform periodic inspections of TE ECSs                           | 97                               |
| G0399                | Adjust PT electrical system components                            | 97                               |
| G0430                | Perform operational checkouts of TE ECSs                          | 97                               |
| G0448                | Perform periodic inspections of TE APUs                           | 97                               |
| G0404                | Adjust transporter erector (TE) ECS components                    | 97                               |
| G0401                | Adjust PT security system components                              | 97                               |
| G0395                | Adjust PMT van electrical system components                       | 97                               |
| G0394                | Adjust PMT van ECS components                                     | 97                               |
| G0406                | Adjust TE semitrailer electrical system components                | 97                               |
| G0393                | Adjust PMT van APU components                                     | 97                               |
| G0492                | Troubleshoot PMT van APUs   | 97                               |
| G0464                | Remove or install PMT van APU components                          | 93                               |
| B0121                | Perform operational checkouts of G and C chiller units            | 93                               |
| A0002                | Adjust Minuteman elevator workcage components                     | 93                               |
| G0400                | Adjust PT hoist components  | 93                               |
| A0015                | Inspect payload transporter (PT) security batteries               | 93                               |
| G0452                | Perform periodic inspections of TE semitrailer electrical systems | 93                               |

TABLE A4

Maintenance Controller Cluster (ST014)

| REPRESENTATIVE TASKS |   | PERCENT<br>MEMBERS<br>PERFORMING |
|----------------------|---|----------------------------------|
| H0552                | Participate in scheduling meetings  | 94                               |
| H0518                | Conduct or participate in status meetings   | 72                               |
| H0563                | Provide award fee inputs  | 72                               |
| H0539                | Operate facilities communications equipment   | 67                               |
| H0540                | Operate portable radio equipment  | 67                               |
| H0541                | Participate in contract design reviews  | 67                               |
| H0553                | Participate in systems working group meetings   | 67                               |
| H0538                | Operate computers or local area networks (LANs)   | 61                               |
| H0513                | Complete daily activity log entries   | 61                               |
| H0517                | Conduct or participate in readiness reviews   | 61                               |
| H0509                | Approve procedural changes or deviations  | 61                               |
| H0510                | Brief daily operations status   | 56                               |
| H0556                | Perform fire, emergency, or natural disaster procedures   | 56                               |
| H0564                | Provide inputs to launch countdown personnel during launch countdowns or simulated<br>countdowns                    | 56                               |
| L0727                | Direct and control processing facility or launch complex modifications  | 56                               |
| H0531                | Direct and control contract surveillance for launch base services (LBSs), such as<br>custodial or refuse collection | 56                               |
| H0560                | Perform pad controller duties   | 50                               |
| L0722                | Direct and control postlaunch damage assessment of launch complexes   | 50                               |
| L0707                | Direct and control launch complex postlaunch securings  | 50                               |
| H0533                | Evaluate contractor support   | 50                               |
| L0729                | Perform postlaunch damage assessment of launch complexes  | 44                               |
| L0723                | Direct and control postlaunch refurbishment of launch complexes   | 44                               |
| L0717                | Direct and control mobile service tower (MST) operations  | 44                               |
| L0728                | Direct and control water deluge system checkouts  | 44                               |
| P0921                | Conduct safety inspections of equipment or facilities   | 39                               |
| H0526                | Direct and control compliance with launch operations requirements documents<br>(LORDs)                              | 39                               |
| H0568                | Review operations documents or procedures   | 39                               |
| H0524                | Direct and control compliance with engineering documents  | 33                               |
| H0562                | Plot and coordinate weather advisories  | 17                               |

**TABLE A5**

Instructor Job (ST048)

| REPRESENTATIVE TASKS |   | PERCENT<br>MEMBERS<br>PERFORMING |
|----------------------|---|----------------------------------|
| Q0964                | Conduct formal course classroom training  | 100                              |
| Q0961                | Administer or score tests   | 92                               |
| Q0976                | Inspect training materials or aids for operation or suitability                                     | 92                               |
| Q0977                | Maintain training records or files  | 92                               |
| Q0971                | Develop or procure training materials or aids   | 92                               |
| Q0969                | Develop training programs, plans, or procedures   | 92                               |
| Q0978                | Personalize lesson plans  | 83                               |
| Q0975                | Evaluate progress of trainees   | 83                               |
| Q0966                | Counsel trainees on training progress   | 83                               |
| Q0970                | Develop written tests   | 83                               |
| Q0968                | Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STs) | 83                               |
| Q0962                | Brief personnel concerning training programs or matters   | 58                               |
| Q0967                | Determine training requirements   | 58                               |
| Q0972                | Establish or maintain study reference files   | 50                               |
| Q0963                | Complete student entry or withdrawal forms  | 50                               |
| Q0973                | Evaluate training methods or techniques of instructors  | 42                               |
| Q0974                | Evaluate effectiveness of training programs, plans, or procedures                                   | 33                               |
| Q0980                | Write training reports  | 33                               |
| A0017                | Maintain handtools or tool boxes  | 33                               |
| Q0965                | Conduct on-the-job training (OJT)   | 25                               |
| P0920                | Conduct supervisory performance feedback sessions   | 25                               |
| P0928                | Develop self-inspection or self-assessment program checklists                                       | 25                               |
| S1004                | Inventory equipment, tools, parts, or supplies  | 25                               |
| P0918                | Conduct self-inspections or self-assessments  | 25                               |
| P0930                | Develop or establish work methods or procedures   | 17                               |
| R0997                | Review TO changes   | 17                               |
| R0994                | Maintain or update status indicators, such as boards, graphs, or charts                             | 8                                |
| R0993                | Maintain TO libraries   | 8                                |

TABLE A6

Equipment Support Job (ST047)

| REPRESENTATIVE TASKS |   | PERCENT MEMBERS PERFORMING |
|----------------------|---|----------------------------|
| A0017                | Maintain handtools or tool boxes  | 100                        |
| S1004                | Inventory equipment, tools, parts, or supplies  | 100                        |
| S1005                | Issue or log turn-ins of equipment, tools, parts, or supplies   | 100                        |
| S1001                | Evaluate serviceability of equipment, tools, parts, or supplies   | 86                         |
| S1003                | Initiate requisitions for equipment, tools, parts, or supplies  | 86                         |
| S1007                | Maintain organizational equipment or supply records   | 86                         |
| S1002                | Identify and report equipment or supply problems  | 86                         |
| S1006                | Maintain documentation on items requiring periodic inspections or calibrations                                    | 86                         |
| A0013                | Dispose of waste oil  | 71                         |
| S1000                | Develop equipment checklists  | 71                         |
| P0921                | Conduct safety inspections of equipment or facilities   | 57                         |
| P0937                | Establish procedures for accountability of equipment, tools, parts, or supplies                                   | 57                         |
| P0918                | Conduct self-inspections or self-assessments  | 57                         |
| P0930                | Develop or establish work methods or procedures   | 57                         |
| P0942                | Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace                            | 43                         |
| A0027                | Perform minor repairs, such as splicing wires, soldering, or tightening parts                                     | 43                         |
| P0923                | Counsel subordinates concerning personal matters  | 43                         |
| P0943                | Implement safety or security programs   | 29                         |
| S0999                | Coordinate maintenance of equipment with appropriate agencies   | 29                         |
| G0434                | Perform operator maintenance on support vehicles  | 29                         |
| P0925                | Determine or establish work assignments or priorities   | 29                         |
| P0924                | Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace | 29                         |
| A0062                | Raise or lower equipment by hand  | 14                         |
| R0994                | Maintain or update status indicators, such as boards, graphs, or charts   | 14                         |
| O0846                | Clean work areas  | 14                         |
| R0990                | Maintain administrative files   | 14                         |
| A0002                | Adjust Minuteman elevator workcage components   | 14                         |
| Q0965                | Conduct on-the-job training (OJT)   | 14                         |

TABLE A7

Quality Assurance (QA) Job (ST060)

| REPRESENTATIVE TASKS |  | PERCENT MEMBERS PERFORMING |
|----------------------|--|----------------------------|
| P0939                | Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program           | 100                        |
| P0954                | Write inspection reports   | 100                        |
| P0940                | Evaluate personnel for compliance with performance standards   | 100                        |
| P0938                | Evaluate inspection report findings or inspection procedures   | 100                        |
| P0947                | Interpret policies, directives, or procedures for subordinates   | 80                         |
| P0942                | Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace                     | 80                         |
| P0919                | Conduct staff assistance visits, inspections, or audits  | 80                         |
| P0921                | Conduct safety inspections of equipment or facilities  | 80                         |
| Q0974                | Evaluate effectiveness of training programs, plans, or procedures  | 80                         |
| R0997                | Review TO changes  | 60                         |
| R0998                | Write minutes of briefings, conferences, or meetings   | 60                         |
| P0918                | Conduct self-inspections or self-assessments   | 60                         |
| Q0976                | Inspect training materials or aids for operation or suitability  | 60                         |
| Q0973                | Evaluate training methods or techniques of instructors   | 60                         |
| P0928                | Develop self-inspection or self-assessment program checklists  | 60                         |
| P0952                | Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals | 40                         |
| P0946                | Inspect personnel for compliance with military standards   | 40                         |
| P0934                | Draft supplements or changes to directives, such as policy directives, instructions, or manuals            | 40                         |
| P0917                | Conduct general meetings, such as staff meetings, briefings, conferences, or workshops                     | 40                         |
| S1001                | Evaluate serviceability of equipment, tools, parts, or supplies  | 40                         |
| R0995                | Participate in TCTO meetings   | 40                         |
| P0945                | Initiate actions required due to substandard performance of personnel                                      | 20                         |
| P0941                | Evaluate personnel for promotion, demotion, reclassification, or special awards                            | 20                         |

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